

**DEPARTMENT OF PERSONNEL ADMINISTRATION
SUMMARY OF COLLECTIVE BARGAINING AGREEMENT
FOR BARGAINING UNIT 19 (BU 19)**

**Exclusive Employee Representative
American Federation of State, County, and Municipal Employees (AFSCME)**

Number of Employees: Approximately 4,640 full-time equivalents

I. Retirement

Benefit Formula Calculation

- Effective with the pay period following legislative enactment, Bargaining Unit 19 (BU 19) Miscellaneous and Industrial First Tier retirement members, first employed by the state, will be subject to the "New 2010 First Tier Retirement Formula" of 2% at age 60 (from current 2% at 55).
- Effective with the pay period following legislative enactment, BU 19 State Safety retirement members, first employed by the state, will be subject to the "New 2010 First Tier Retirement Formula" of 2% at age 55 (from current 2.5% at 55).

Employee Pension Contribution

- Effective with the pay period following legislative enactment, BU 19 Miscellaneous and Industrial members in the First Tier retirement category shall have their contribution increased from 5% to 10% of monthly compensation over \$513.
- Effective with the pay period following legislative enactment, BU 19 State Safety retirement members shall have their contribution increased from 6% to 11% of monthly compensation over \$317 for retirement.

CalPERS Transparency

- To ensure the sustained funding and solvency of the retirement system, AFSME agrees it will not oppose legislation requiring CalPERS to use supportable assumptions and data that will be evaluated by another party who is agreeable to DPA and AFSME.

II. Compensation

Adjusted Pay Ranges

- Effective January 1, 2012 all BU 19 represented classifications shall be adjusted by increasing the maximum step of the pay range by 5%. This only applies to BU 19 employees who reach the top step of the pay range.

Personal Leave Program (PLP 2010)

- Effective with the beginning of the first pay period following legislative enactment, the Personal Leave Program (PLP 2010) will apply to BU 19 employees. This program shall remain in effect for twelve months.

III. Miscellaneous

- The State will not implement a new furlough program for BU 19 employees during the term of this contract which expires July 1, 2012.
- If any other State bargaining units enter into an agreement that does not have pension reform, and provides a greater value than that provided to BU 19, then AFSCME may reopen related economic provisions of its MOU and meet and confer in good faith and discuss the similar or equivalent increases to be provided AFSCME members and the implementation plan.
- The State and AFSCME agree to present to the Legislature, as part of the legislation implementing this Memorandum of Understanding (MOU), a provision to appropriate funds to cover the economic terms of this agreement through July 1, 2012.
- The State and AFSCME agree to delete Lincoln's Birthday and Columbus Day as recognized holidays.
- Employees covered by the FLSA and work on January 1st, the last Monday in May, July 4th, the first Monday in September, Thanksgiving Day or Christmas shall receive one and one-half times the employee's regular rate of pay for each hour worked on the holiday.

IV. Duration

- July 1, 2010, through July 1, 2012

V. Agreement

- The complete Tentative Agreement between the State and AFSCME is posted at:

<http://www.dpa.ca.gov/bargaining/contracts/index.htm>